Help Shape Our FAS Community: Listen, Learn and Use Your Voice

Recognizing the inherent power imbalances that exist side by side in an academic environment (among faculty, students, and staff), we strive for a respectful and fair community where all voices can be heard.

FAS staff are encouraged to register for these offerings.

**Civility on a Spectrum:**
*From Civil Behavior to Bullying and Unresolved Conflict*

- **July 19, 2018**
- **12:00-1:30 p.m.**

This session describes the spectrum of civility and explains how to recognize, address, and prevent uncivil behavior.

**Using Your Voice:**
*Enhancing Psychological Safety*

- **August 14, 2018**
- **12:00-1:30 p.m.**

This session describes how FAS leaders and managers can create a safe climate and provides guidance to staff on how to effectively and constructively voice concerns.

**Empowering Bystanders:**
*Fostering Workplace Civility*

- **August 20, 2018**
- **1:30-3:00 p.m.**

Active bystanders can make a critical difference in fostering civility. This session shares techniques and approaches for bystanders witnessing inappropriate behavior.

**Location:** 114 Mt. Auburn Street, Room 406

Coffee and light refreshments will be provided.

To learn more, visit: [hr.fas.harvard.edu/SHAPE](http://hr.fas.harvard.edu/SHAPE)